Peace River Regional District Pay Transparency Report

Employer details

Employer:	Peace River Regional District
Address:	Box 810, Dawson Creek, BC
Reporting Year:	2026
Time Period:	November 1, 2025 - October 31, 2026
NAICS Code:	81 - Other services (except public administration)
Number of Employees:	50-299

Inconclusive

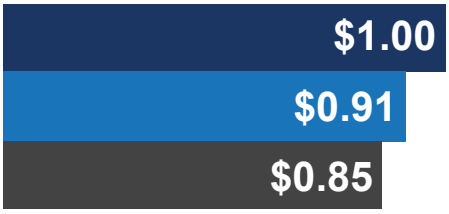
While this report has been prepared in accordance with regulatory guidelines, the foundational dataset is statistically inconclusive. Due to the voluntary nature of gender self-identification, only 50% of the staff members responded.

The remaining 50% considered of the 30% of non-participating and the 20% have since left the organization, the default was to "Unknown". Consequently, any wage gaps or demographic discrepancies calculated herein cannot be used to draw definitive conclusions regarding organizational pay equity.

Hourly pay

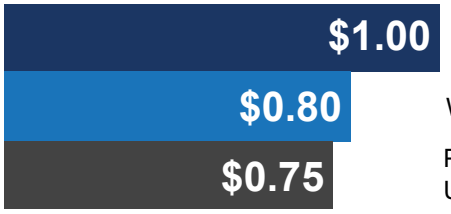
Note to reader: Due to limited data collection, the following is counted based on 50% response rate.

Mean hourly pay gap[1]



Women's average hourly wages are 9% less than men's. For every dollar men earn in average hourly wages, women earn 91 cents in average hourly wages.

Median hourly pay gap[2]



Women's median hourly wages are 20% less than men's. For every dollar men earn in median hourly wages, women earn 80 cents in median hourly wages.

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid-range of pay for each group. Hourly pay does not include bonuses and overtime.

Overtime pay

Mean overtime pay [3]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay [4]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours [5]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours [6]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Peace River Regional District does not participate in Bonus Pay compensation scheme.

Percentage of each gender in each pay quartile

Upper hourly pay quartile (highest paid)

Upper middle hourly pay quartile

Lower middle hourly pay quartile

Lowest hourly pay quartile (lowest paid

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.